

Campus Pastor

Core Competencies & Key Behaviors

1. Catalytic Leader

- Identifies, initiates and effects meaningful change
- Casts compelling vision, both personally and collectively
- Generates and accelerates organizational momentum
- Delivers results based on the Healthy Campus Profile
- Identifies, develops and empowers leaders and fosters a culture of Leadership Development
- Leads other staff and volunteers to excellent performance
- Models servant leadership

2. Team Player

- Advocates for the people and objectives of Central Support while pursuing the objectives of the campus
- Influences the beliefs, attitudes and behavior of staff and volunteers, including peers, supervisors and direct reports
- Collaborates and brings any internal team toward that team's stated objectives
- Collaborates with local church leaders to advance the kingdom
- Exemplifies humility and love for other team players

3. People Magnet/Community Developer

- Attracts others by being authentic, joyful, inspiring and loving
- Inspires people to like them, respect them and want their life
- Demonstrates relational availability, accessibility and openness
- Manages a broad spectrum of relationships (key leaders, new people, major donors, etc.) with intentionality
- Champions the building of transformational community by living out and passing on the value and importance of healthy relationships and biblical community
- Resolves conflict biblically and gracefully, and replicating that approach in others

4. Mobilizer

- Recruits great staff and volunteers
- Envisions staff and volunteers with a new preferred reality
- Develops and equips staff and volunteers with timely training, coaching and evaluation
- Advances, fires or repositions staff and volunteers to maximize individual contribution

5. Communicator

- Informs and inspires for kingdom growth and impact in all written and spoken media (informally, formally, personally, and collectively)
- Articulates the Chapel message in a variety of contexts
- Recognizes and leverages communication technology in ways that engage and participate in the culture at large in relevant ways

6. DNA Champion

- Tells stories that exemplify our DNA
- Bleeds and defaults to the Chapel purpose, values, beliefs, message and leadership
- Lives a lifestyle of actively rediscovering God
- Owns a personal vision of and passion for spiritual awakening
- Guards our DNA by identifying and correcting drift

7. Shepherd

- Identifies where people are spiritually at the individual and corporate level, then equips and leads them where they need to go
- Leads people toward increased levels of engagement
- Executes pastoral duties (weddings, funerals, child dedications, baptisms, pre-marital counseling, grief counseling, etc.)

8. Biblical & Theological Shaper

- Understands and rigorously practices biblical study and application of core theological points
- Uses Bible study and research tools effectively
- Teaches large or small group from Old and New Testament passages
- Answers common theological questions
- Translates biblical truth in a relevant cultural context

9. Life Manager

- Establishes priorities for all key areas of life
- Assesses where they are personally, spiritually and professionally and leads themselves where they need to go
- Understands and intentionally cultivates a healthy marriage and family life
- Stewards God's resources (time, money and relationships) and practices biblical generosity with them

10. Evangelist

- Builds intentional relationships with non-believers
- Creates bridges to spiritual conversations
- Articulates a biblical pathway to salvation
- Models and trains others in relational evangelism
- Contextualizes the gospel
- Plans strategic evangelism initiatives with the goal of helping build a culture of evangelism corporately
- Leads people to a relationship with Christ